HUMAN RESOURCE MANAGEMENT
"Creative and Design Thinkers"

COURSE FINAL OUTPUT – MGT1106
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JANUARY – MAY 2023

Human Resource Manpower Plan for

FRONTIER GUNS & AMMO

Watch us on: https://youtu.be/-q3h2Lsa_9E

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INDEXED AT:

Overview of the Business

Frontier Guns and Ammo is a business that is focused on sport (sport shooting) and hunting goods, they started and opened there first branch in San Jose City, Nueva Ecija on the year 1999, since then it has branched out mainly in the provinces of Tarlac, Bulacan, Zambales, Pangasinan, Ifugao, Isabela, Nueva Ecija, Bataan, Pampanga. Frontier Guns and Ammo has a variety of products and services which are for sport and focuses on firearms and their support items(e.g.: ammunition, Parts, Kits, Bags, ammunition boxes, dummy bullets, rifle scopes, air guns, self-defense items, Kevlar vest, shirts & pants, Security Guard & Military & Police Gear and uniforms.) which are for sport and hunting purposes, their products range from low prices to high prices for firearms quality and quality of other items, they also provide services such as assistance in acquiring firearm and personal license, renewing of licenses, assistance in acquiring permits for their firearms. For their firearms, parts, and ammunition you must be a duly licensed person to transact but it is only limited to that, for their items like bags, self-defense items, shirts & pants, Kevlar vest, air guns they do not require a license.

Frontier Guns and Ammos' form of ownership is a Single Proprietorship owned by Maria Sharyl D. Uyami who recently passed away, and currently managed by Antonio A, Uyami.

List of Some Products:

Firearms	Parts	Ammunition (caliber)	Sporting Goods	Self Defense Items
Cz	Rifle Scope	45	Kevlar vest	Pepper Spray

INDEXED AT:

Taurus	Springs	40	tactical bags	Tazer
Norinco	Magazines	38spl/spr	Air gun	Club
Armscor/Rock Island Armory	Individual Gun Parts	9mm	air tank	Knife
Glock	Airgun parts	22	Ear Muffs	
Kalashnikov	**Army, Police Gear and accessories**	25	Ear Plugs	
Smith & Wesson	**Sec. Guard Accessories, Unif., & Gear**	32	Grip Powder	
		357magnm	Dummy Bullets	

Table 1. List of Some Products

INTRODUCTION

Human resources in the Philippines play an important role in businesses because they oversee hiring, firing, and managing employee benefits, payroll, and other staffing requirements. Human resources management is also responsible for ensuring that employees follow the organization's policies and regulations. Human resources management also provides the necessary training and development to ensure that employees perform their duties smoothly. HR management focuses on the function of the people within the company, ensuring that employees always perform well.

Human resource management is also in charge of employee safety, health, and satisfaction to avoid employee turnover in businesses. There will be no improvement in any business without human resource management. Human resources are the ones who improve the organization; they are the ones who solve the problems of the companies when it comes to the employees; they provide the tools for the employees to improve; and it is impossible to have a healthy workplace culture and environment in the Philippines without Human resources management.

The purpose of this paper is to help businesses and corporations understand how human resource departments in the Philippines must function. A human resource manpower plan provides tools and learnings to help human resource managements target the right kind of talent to employ. It allows the organization to function well if the human resources department knows how to find talented people to hire.

The purpose of this paper shall respond to the following queries:

1. What is the nature of human resources given the Frontier Guns is a sole proprietorship kind of business?

2. How is the human resources manpower plan for Frontier Guns & Ammo fitted with the various SDG's

Staffing Management

A. Staffing Acquisition/ Recruitment and Selection

The objective of this section is to address the two stages of recruiting an employee for a desired position that allows individuals to take part in the hiring process. The recruiting process refers to possible applicants who meet the requirements for the position that the organization is looking for. In the selection process, the company employs individuals who are among the qualified candidates, providing them with a job in the organization ("How to get the recruitment and selection process right," n.d.)[1].

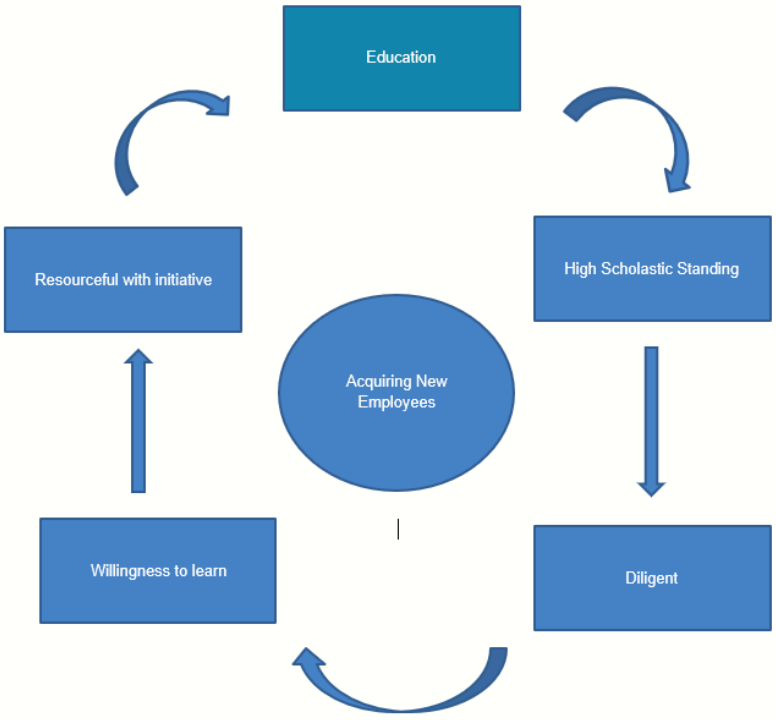

Figure 1. Acquiring New Employees

The factors company acquires in having new staff was having an education with a high scholastic standing, diligence, resourceful with initiative and lastly having the ability to learn that would help employees to develop new skills and make the work more easily.

INDEXED AT:
B.A. TAMARAW
OEL ADAC

B. Resource Calendars

A resource calendar -is a calendar for controlling, coordinating, and monitoring resources, including both employees and equipment. It gives project managers a fully transparent view of the entire team and all projects, which is a great way to help enterprises in scaling their businesses - monitors the multitude of tasks, occurrences, and dates that takes or will take place during the project's life cycle (Teamdeck, n.d.)[2].

According to Mr. Antonio Uyami, usually acquiring materials and supplies good for 3-6months to avoid delays in deliveries of finished products, to be able to provide supplies as soon as ordered by clients and minimize sudden increase of prices due to unforeseen circumstances. Setting of goals usually starts on the first month of the year to serve as a guide or benchmark as the year progresses and do some corrective measures should there's no progress on the set goals.

C. Training and Talent Management

Training is concerned with developing skills and enabling the employees to acquire knowledge needed for the job. It fills in the gap between job skills needed and the employee skills to be able to meet the objectives for their current job or tasks. On the other hand, the talent management oversees keeping or retaining significant talents that contribute to the company. Aside from that, it is also committed to hiring, managing, and developing the most talented and productive employees (Danao, 2022)[3]. For this type of business, the training needed to fill the gaps are safety & compliance training and customer service training.

The following are the process on developing the skills to acquire knowledge needed for the job used in talent management:

- Selection
- Training and Development

- Willingness to Learn
- Succession Planning

According To Mr. Antonio Uyami's response, The training will depend on the attitude of the new staff. Usually, proactiveness is the key, while willingness to learn on the part of the new staff will hasten the training period and that would make the work easier to accomplish. As per the observation, the fast learners will just take 2 weeks, and a few hired staff will take months to be fully oriented.

D. Development

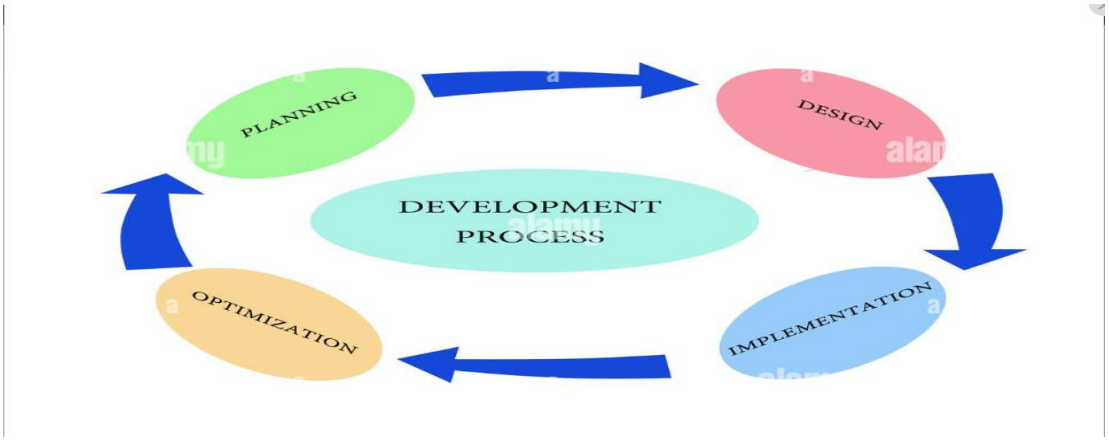

Figure 2. Development Process

Development is important in human resource management because it helps employees develop new skills, knowledge, and attitudes that will help them prepare for their future as leaders. It also helps human resource management identify the employees' strengths and weaknesses, which is critical for developing effective strategies to help the employees become better versions of themselves, social and human development is necessary to persist in a changing environment (Richman, 2015)[4] which will help the company succeed.

Based on the interview with Mr. Uyami, he stated that after hiring, there is training required for the new hires to undergo. As the hired staff will be on probationary status while

under training. Training includes good manners in dealing with clients, punctuality, cleanliness in and out, financial honesty, bookkeeping, and personal safety.

E. Performance Reviews

A key component of the continuous conversation between managers and employees is the performance review. It offers a record of previous performance and outlines future job requirements. It also highlights ongoing performance and development talks ("Performance reviews," n.d.)[5]. Hence, a management examines an employee's job performance, recognizes strengths and weaknesses provides comments, and sets goals for future performance during a performance review, which is a formal evaluation.

The management of the company often follows the procedures below to conduct a performance review for staff management:

- **Set clear** E**xpectations**
- Collect Feedback
- Evaluate Performance
- Provide Constructive Feedback
- Develop Action Plan
- Scheduled meetings to review progress

Hence, according to the interview with Mr. Antonio Uyami, the sales performance of their employees is one of the important factors of a business and it is very much needed as well for their employees to be kept motivated to do their work better. As a result, they give commissions based on sales aside from the regular salaries which is a great way use in setting clear of the management's expectation and giving a reward as feedback.

F. Rewards and Recognition

Rewards and recognition are a tool or process where the employees' good performance in workplace is acknowledged. The goal of recognition is to provide

INDEXED AT:

compliments based on performance or results (Robbins, 2019)[6]. This can be done formally – by giving an award, promotion, a raise or bonus – and informally by verbally expressing gratitude or appreciation, or a handwritten note. By doing this, employees or workers would feel positive and motivated towards their work. Aside from that, the employee turnover rate will be lower.

As stated by Mr. Antonio Uyami, "If exemplary on the employees' performance, promotion is highly recommended. Since I'm a salesperson, increase in salary, bonus and commissions is what I offer to my employees especially if there's a big leap on sales of my establishment.". Therefore, the Frontier Guns view rewards and recognition a crucial part in handling and motivating their employees. The organization provides salary increase, bonus, and commissions to the employees in appreciation of the hard work and excellence that they have contributed.

G. Employee and Labor Relations

According to Bercu & Voda (2017)[7], the interpretation of a contract between an employee and an employer is just one aspect of labor relations. It refers to the total of the links between opportunities, values, and skills at work.

Moreover, Employee and Labor Relations supports general management in building, sustaining, and enhancing employee relationships through performance management, communication, processing grievances and/or disputes, as well as understanding and communicating policies. Employee and labor relations primarily focus on avoiding and resolving issues affecting workers that result from or have an impact on workplace circumstances ("Employee and labor relations," n.d.)[8].

Thus, Employee and labor relations are crucial elements of a human resources (HR) manpower plan because they have a direct influence on employees' productivity, engagement, and job satisfaction. Effective labor and employee relations serve the strategic aims and objectives of the business by ensuring that workers are treated fairly and equally and that their

rights are upheld.

In accordance with the interview with Mr. Antonio Uyami, as a business owner, they always set higher standards when the safety of their establishment and employees is concerned, hence, it is known that a better and safer working environment gives comfort and increases the performance of the employees.

H. Health and Safety Risk Program

To ensure the health and safety of employees, human resource management must be highly trained. To assist their employees in staying healthy, the company must have a health insurance program. This will give the company an advantage, as well as prevent significant financial loss and save time This agrees with the result of a study carried out by which found out that workplace safety and health leads to motivation and satisfaction. The business will run smoothly if the employees are healthy. The goal here is to reduce risk. To avoid employee loss, risk management programs are required. Businesses must have all types of drills to teach employees what to do if there is a threat to their safety.

When it comes to the safety instructions for the health and safety of the buyer when buying a firearm in Frontier Guns & Ammo, Mr. Antonio Uyami stated that, foremost, the buyer must have a license to purchase firearm issued by the government thru the Philippine national police and prior to having a license, a buyer undergoes strict compliance and requirements like neuro psychiatric evaluation, drug test, national police clearance, proof or qualification like business permit business permit, or government employee with an appointment order, gun ownership seminar certificate. So, with these requirements, a buyer is assumed to have known some training in safety and gun handling. Frontier Guns & Ammo do remind the buyer to be a responsible gun owner, follow the four rules of gun safety which are available in the attached catalog and renew firearm registration to avoid illegal possession of firearm that bears heavy penalty.

RECOMMENDATIONS

It has been recognized that human resource management is crucial to an organization. In this paper, the stages from hiring to the key factors that the organization will need to be smooth sailing in the long run were identified along with the gaps that should be filled in, and the way manpower should be managed within the organization. In addition, like other factors of business that continue to develop, human resources also need to be prioritized.

With that said, the authors of this paper recommend for the Frontier Guns to consider are the following:

1. What is the nature of human resources given the Frontier Guns is a sole proprietorship kind of business?

In identifying the nature of human resources of a business, we need to consider the size of business, scope of the business, the tasks or obligation needed to run the business, and the skillsets that the owner possesses. As mentioned, Frontier Guns is a sole proprietorship, which means the owner is the one responsible in managing almost all the functions or tasks needed for the business which some of it are: (1) the buying and selling of the products, for this specifically, products are firearms and the like; (2) the one to monitor or do inventories; (3) entertain customer inquiries and; (4) assurance of the documents needed to run the business.

However, it is not limited to those given that he can still have an option with hiring employees to achieve efficiency and get more tasks done. As a seller of firearms, a security guard will be crucial for the safety of the people and products in the establishment. Aside from that, he can also hire workers/employees such as sales associates, inventory manager, and assistant to lessen the burden of all the work on the owner. Therefore, it is recommended and efficient to hire and retain employees for this type of business. Having said that, the requirements and qualifications should be prepared for hiring along with the training in safety & compliance, customer service, and the like should be part of it.

All in all, the nature of human resources for this business depends on the level of security and manpower needed in offering their services. It includes carefully hiring, training, and retaining the employees with skillsets that could contribute to operating the business smoothly. Aside from that, heavy focus on legal aspects and compliance considering it offers firearms as their main product.

2. How is the human resources manpower plan for Frontier Guns & Ammo fitted with the various SDG's?

SDG 5: Gender Equality. This sustainable development goal aims to achieve Gender equality by promoting it along with empowerment of women (Global Goals, n.d.). Having to note that some women are still vulnerable when it comes to being in public especially at night, the Frontier Guns is fitted with this SDG by providing self-defense equipment as a contribution to preventing violence against women from happening. Aside from that is, promoting the responsible use of these products should come with it.

SDG 12: Responsible Consumption and Production. The objective of this sustainable development goal is to promote sustainable consumption and production of the natural resources that we have (Global Goals, n.d.). With this, Frontier Guns is fitted to this SDG by advocating responsible use and ownership of the products that they sell. Aside from that, they must ensure that their buyers or customers are already knowledgeable and well-trained with these products.

SDG 16: Peace, Justice, and Strong Institutions. This SDG targets to promote peaceful and inclusive societies, offer justice for all, and develop accountable institutions (Global Goals, n.d.). With that said, to contribute to this goal, Frontier Guns can contribute to lessening the possible illegal possession of firearms by offering their services along with again, the proper training in handling the products and promotion of responsible ownership.

With that, the researchers recommend to: (1) ensure that the hired employees are trained enough to handle the products; (2) prioritize employee retention; (3) consider

succession planning in case of attrition and; (4) prioritize trainings regarding safety and responsible usage of the products for both customers and employees.

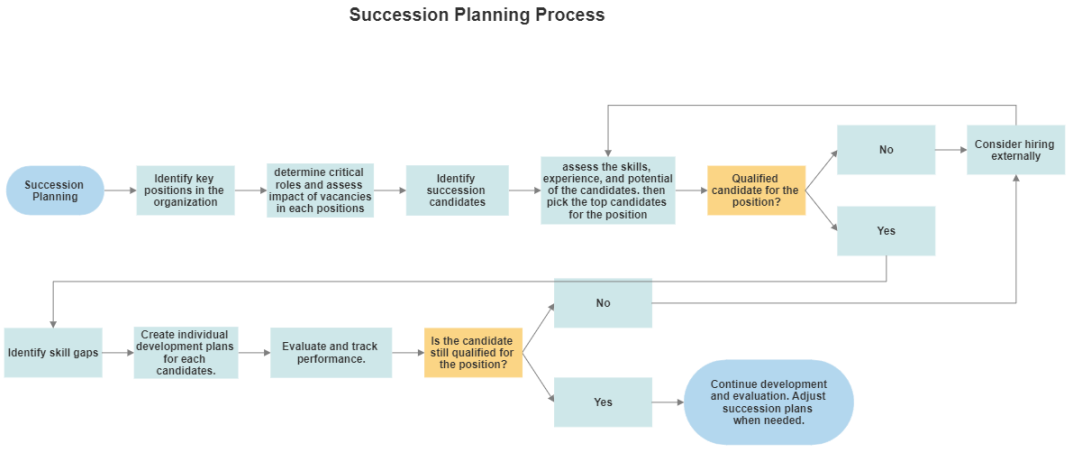
Succession Planning Process
Succession Planning
Identify key positions in the organization
determine critical roles and assess impact of vacancies in each positions
Identify succession candidates
assess the skills, experience, and potential of the candidates. then pick the top candidates for the position
Qualified candidate for the position?
No
Consider hiring externally
Yes
Identify skill gaps
Create individual development plans for each candidates.
Evaluate and track performance.
Is the candidate still qualified for the position?
No
Yes
Continue development and evaluation. Adjust succession plans when needed.

Figure 3. Succession Planning Process

The figure presented above shows the suggested steps that the Frontier Guns can make when they consider one of the recommendations presented. This are the necessary steps needed when enforcing succession planning in the organization. As shown, the Frontier Guns will have to identify the key positions in the business, identify the candidates for the position, assess skills, implement trainings, monitor progress, and evaluate the performances. The goal is to be ready for possible attrition and to consider changes and adjustment in the succession plan when needed.

ACKNOWLEDGEMENT

The authors would like to express gratitude to those who contributed and provided support for the completion of this paper.

First and foremost, we would like to express our deepest gratitude to our professor, Mr. Leonardo Cada Jr, for his crucial advice, support, comments, and recommendations that made this study successful. It is truly a pleasure to learn and work with his guidance throughout the semester.

Second, we would also like to express our appreciation and gratitude to our research participant, the Frontier Guns and Ammo owned by Sir Antonio A. Uyami, for allowing us to get to know their business for the completion of this paper alongside with the knowledge shared with us.

Lastly, we would also wish to express our love and appreciation to our parents, for the endless support that has been provided to us, and our friends for the moral support provided throughout the process of the study.

APPENDIX/APPENDICES

FAR EASTERN UNIVERSITY
Institute of Accounts, Business and Finance
Business Administration Department

Business Owner-Participant Consent Form

Title of the Project: HR Manpower Plan

- I Antonio A. Uyami agree to participate in the interviews.
- I understand that even if I agree to participate now, I can withdraw at any time or refuse to answerany question without any consequences of any kind.
- I have had the purpose and nature of the study explained to me by the concern students and I have had the opportunity to ask questions about the study.
- I understand that participation involves providing data and information necessary for the students to comply with their HR Manpower Plan Paper, a course requirement equivalent to Final Examination under the course Human Resource Management - MGT 1106.
- I understand that I will not benefit directly from participating in this interview.
- I agree to my interview being audio-recorded and/or pen and paper recorded.
- I understand that all information I provide for this study will be treated under the legal provision of Data Privacy Act of the Philippines.
- I understand that in any report on the results of this academic paper my identity will remain anonymous. This may be done by changing my name and disguising any details of my interview which may reveal my identity or the identity of the people I speak about.
- I understand that any material data or information from my interview may be quoted in dissertation, thesis, conference presentation, published papers etc.
- I understand that signed consent forms, original audio recordings and written recordings will be retained in physical and online storage facilities such as websites and internet archives.
- I understand that under freedom of information I am entitled to access the information I have provided at any time while it is in storage as specified above.
- I understand that I am free to contact any of the students involved in the interview to seek further clarification and information.

Name and signature of business-owner participant: Antonio A. Uyami

Date: April 20, 2023

Names and signatures of students:
1. Chico, Angie Rosie F.
2. Ducado, Ariel Christian D.
3. Pamintuan, LeAnne Alexa S.
4. Uyami, Dodjo Travis D.
5. Ventolero, Switzer Riz G.

Date: April 20, 2023

Figure 4. Consent Form

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OEL ADAC

QUESTIONNAIRE:

A. Staffing Acquisition/ Recruitment and Selection

What do you look for when acquiring new staff or employees?

B. Resource Calendars

What are your plans and dates for acquiring raw materials and supplies, and setting goals for finishing tasks?

C. Training and Talent Management

How many months or days does it require to train new staff?

D. Development

After hiring, are there training required for the new hires to undergo? Like safety and compliance training?

E. Performance Reviews

How do you manage your employee's performance?

F. Rewards and Recognition

What do you do for your employees when it comes to reviews regarding performances of your establishment and its employees?

G. Employee and Labor Relations

What are your standards as an owner when it comes to relating with your employees to promote a safe and good working environment?

H. Health and Safety Risk Program

What are your safety instructions for the health & safety of the buyer when buying a firearm?

Figure 5. Interview Questionnaire & Answers

Figure 6. Proof of Interview

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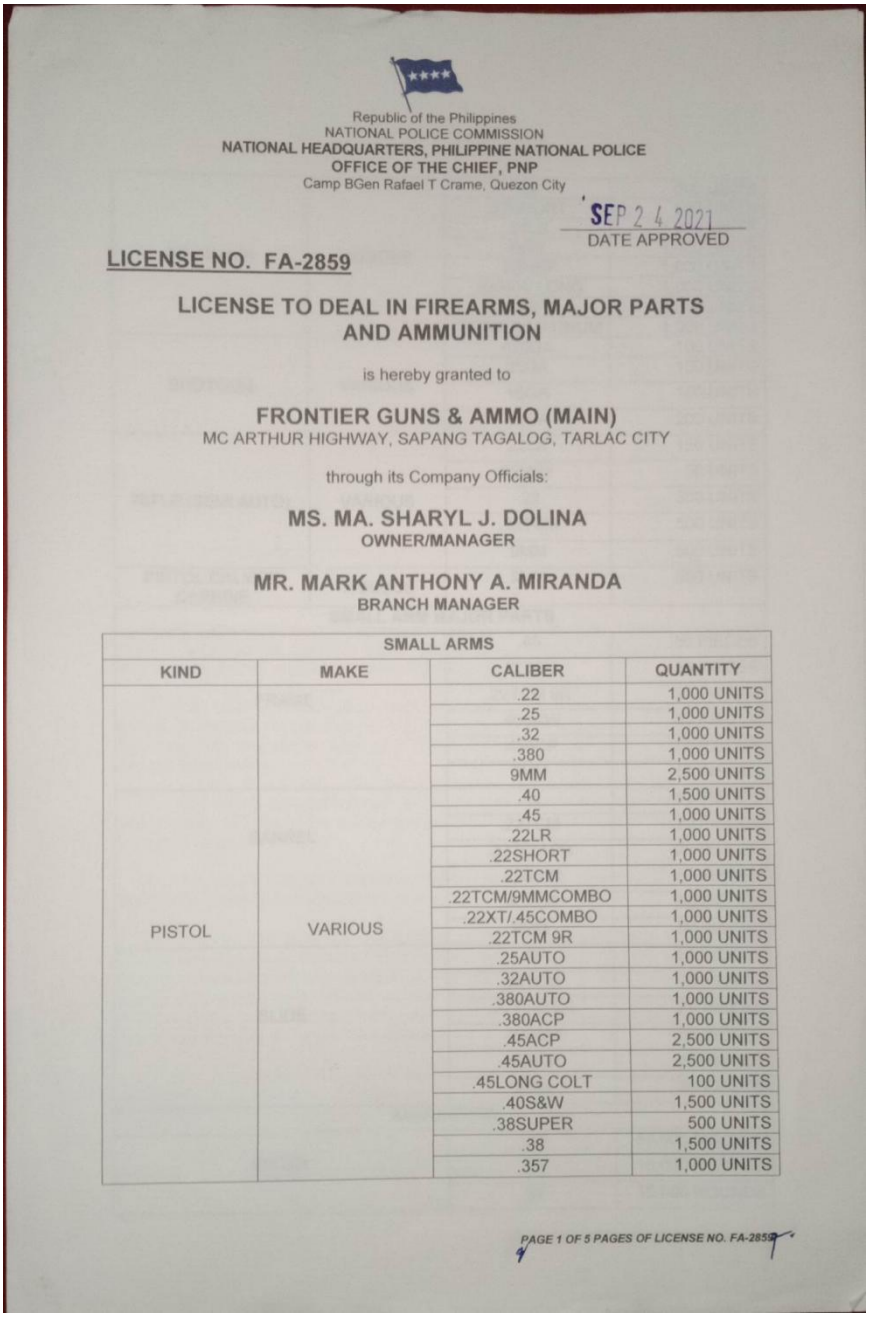
REPUBLIC OF THE PHILIPPINES
PROVINCE OF TARLAC
CITY OF TARLAC
BUS. PLATE NO.
0045
MAYOR'S BUSINESS PERMIT
Owner
MA. SHARYL J. DOLINA
Business Name
Frontier Guns & Ammo
Business Location
McArthur Highway, Brgy. Sapang Tagalog, Tarlac City
BUSINESS/ACTIVITY
COMMODITIES/ITEM/SERVICE
Retailer
Guns & Ammunition
This Permit is as reflected in the sticker and should be displayed at the establishment at all times. It shall not extend beyond December 31 of the year of issue and, or renewal or until sooner revoked for cause.
By the Authority of the City Mayor:
APPROVED: Lorina V. Ledesma - BPLD Head
MARIA CRISTINA C. ANGELES
City Mayor
BUSINESS PERMIT
2023
NO. 0045
HON. MARIA CRISTINA C. ANGELES
City Mayor
MAGKAISA Bawat Oras Sama Sama
NOT VALID WITHOUT THE CORRESPONDING BUSINESS PLATE AND CURRENT OFFICIAL RECEIPTS.

Figure 7.1 Business Permit



Republic of the Philippines
NATIONAL POLICE COMMISSION
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE
OFFICE OF THE CHIEF, PNP
Camp BGen Rafael T Crame, Quezon City

SEP 2 4 2021
DATE APPROVED

LICENSE NO. FA-2859

LICENSE TO DEAL IN FIREARMS, MAJOR PARTS AND AMMUNITION

is hereby granted to

FRONTIER GUNS & AMMO (MAIN)
MC ARTHUR HIGHWAY, SAPANG TAGALOG, TARLAC CITY

through its Company Officials:

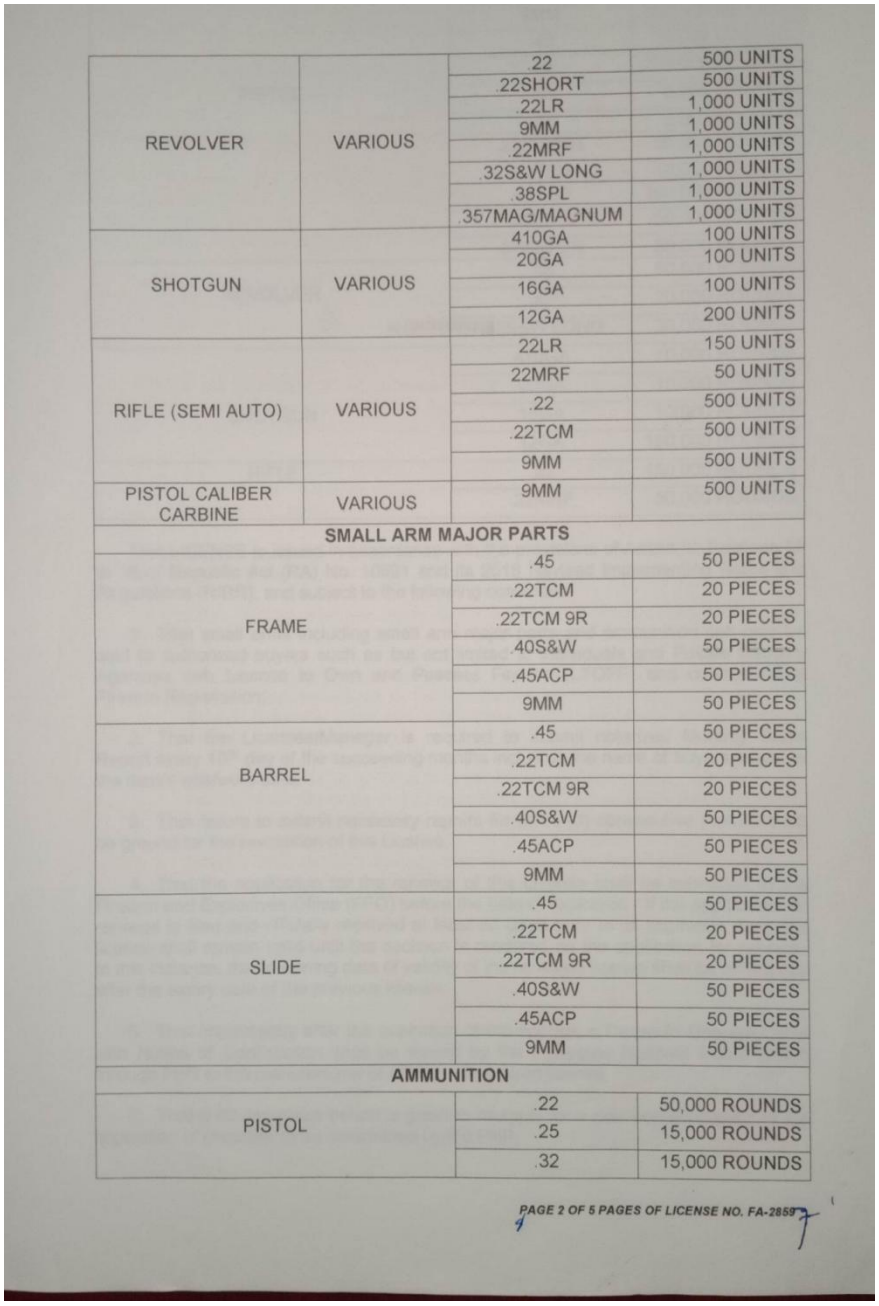
MS. MA. SHARYL J. DOLINA
OWNER/MANAGER

MR. MARK ANTHONY A. MIRANDA
BRANCH MANAGER

SMALL ARMS			
KIND	MAKE	CALIBER	QUANTITY
PISTOL	VARIOUS	.22	1,000 UNITS
		.25	1,000 UNITS
		.32	1,000 UNITS
		.380	1,000 UNITS
		9MM	2,500 UNITS
		.40	1,500 UNITS
		.45	1,000 UNITS
		.22LR	1,000 UNITS
		.22SHORT	1,000 UNITS
		.22TCM	1,000 UNITS
		.22TCM/9MMCOMBO	1,000 UNITS
		.22XT/.45COMBO	1,000 UNITS
		.22TCM 9R	1,000 UNITS
		.25AUTO	1,000 UNITS
		.32AUTO	1,000 UNITS
		.380AUTO	1,000 UNITS
		.380ACP	1,000 UNITS
		.45ACP	2,500 UNITS
		.45AUTO	2,500 UNITS
		.45LONG COLT	100 UNITS
		.40S&W	1,500 UNITS
		.38SUPER	500 UNITS
		.38	1,500 UNITS
		.357	1,000 UNITS

PAGE 1 OF 5 PAGES OF LICENSE NO. FA-2859

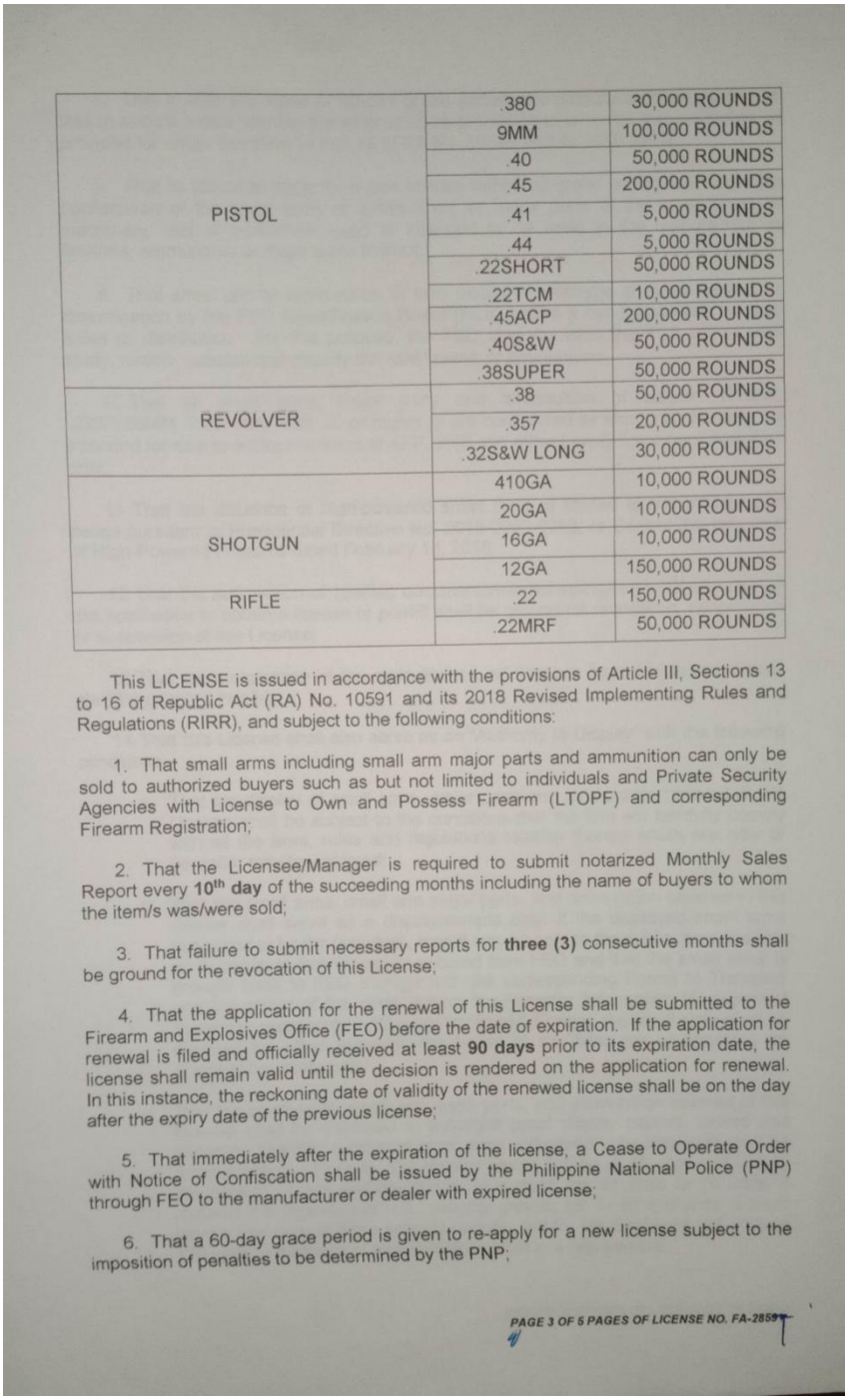
Figure 7.2 Business Permit



REVOLVER	VARIOUS	.22	500 UNITS
		.22SHORT	500 UNITS
		.22LR	1,000 UNITS
		9MM	1,000 UNITS
		.22MRF	1,000 UNITS
		.32S&W LONG	1,000 UNITS
		.38SPL	1,000 UNITS
		.357MAG/MAGNUM	1,000 UNITS
SHOTGUN	VARIOUS	410GA	100 UNITS
		20GA	100 UNITS
		16GA	100 UNITS
		12GA	200 UNITS
RIFLE (SEMI AUTO)	VARIOUS	22LR	150 UNITS
		22MRF	50 UNITS
		.22	500 UNITS
		.22TCM	500 UNITS
		9MM	500 UNITS
PISTOL CALIBER CARBINE	VARIOUS	9MM	500 UNITS
SMALL ARM MAJOR PARTS			
FRAME		.45	50 PIECES
		.22TCM	20 PIECES
		.22TCM 9R	20 PIECES
		.40S&W	50 PIECES
		.45ACP	50 PIECES
		9MM	50 PIECES
BARREL		.45	50 PIECES
		.22TCM	20 PIECES
		.22TCM 9R	20 PIECES
		.40S&W	50 PIECES
		.45ACP	50 PIECES
		9MM	50 PIECES
SLIDE		.45	50 PIECES
		.22TCM	20 PIECES
		.22TCM 9R	20 PIECES
		.40S&W	50 PIECES
		.45ACP	50 PIECES
		9MM	50 PIECES
AMMUNITION			
PISTOL		.22	50,000 ROUNDS
		.25	15,000 ROUNDS
		.32	15,000 ROUNDS

PAGE 2 OF 5 PAGES OF LICENSE NO. FA-2859

Figure 7.3 Business Permit



PISTOL	.380	30,000 ROUNDS
	9MM	100,000 ROUNDS
	.40	50,000 ROUNDS
	.45	200,000 ROUNDS
	.41	5,000 ROUNDS
	.44	5,000 ROUNDS
	.22SHORT	50,000 ROUNDS
	.22TCM	10,000 ROUNDS
	.45ACP	200,000 ROUNDS
	.40S&W	50,000 ROUNDS
	.38SUPER	50,000 ROUNDS
REVOLVER	.38	50,000 ROUNDS
	.357	20,000 ROUNDS
	.32S&W LONG	30,000 ROUNDS
SHOTGUN	410GA	10,000 ROUNDS
	20GA	10,000 ROUNDS
	16GA	10,000 ROUNDS
	12GA	150,000 ROUNDS
RIFLE	.22	150,000 ROUNDS
	.22MRF	50,000 ROUNDS

This LICENSE is issued in accordance with the provisions of Article III, Sections 13 to 16 of Republic Act (RA) No. 10591 and its 2018 Revised Implementing Rules and Regulations (RIRR), and subject to the following conditions:

1. That small arms including small arm major parts and ammunition can only be sold to authorized buyers such as but not limited to individuals and Private Security Agencies with License to Own and Possess Firearm (LTOPF) and corresponding Firearm Registration;

2. That the Licensee/Manager is required to submit notarized Monthly Sales Report every **10th day** of the succeeding months including the name of buyers to whom the item/s was/were sold;

3. That failure to submit necessary reports for **three (3)** consecutive months shall be ground for the revocation of this License;

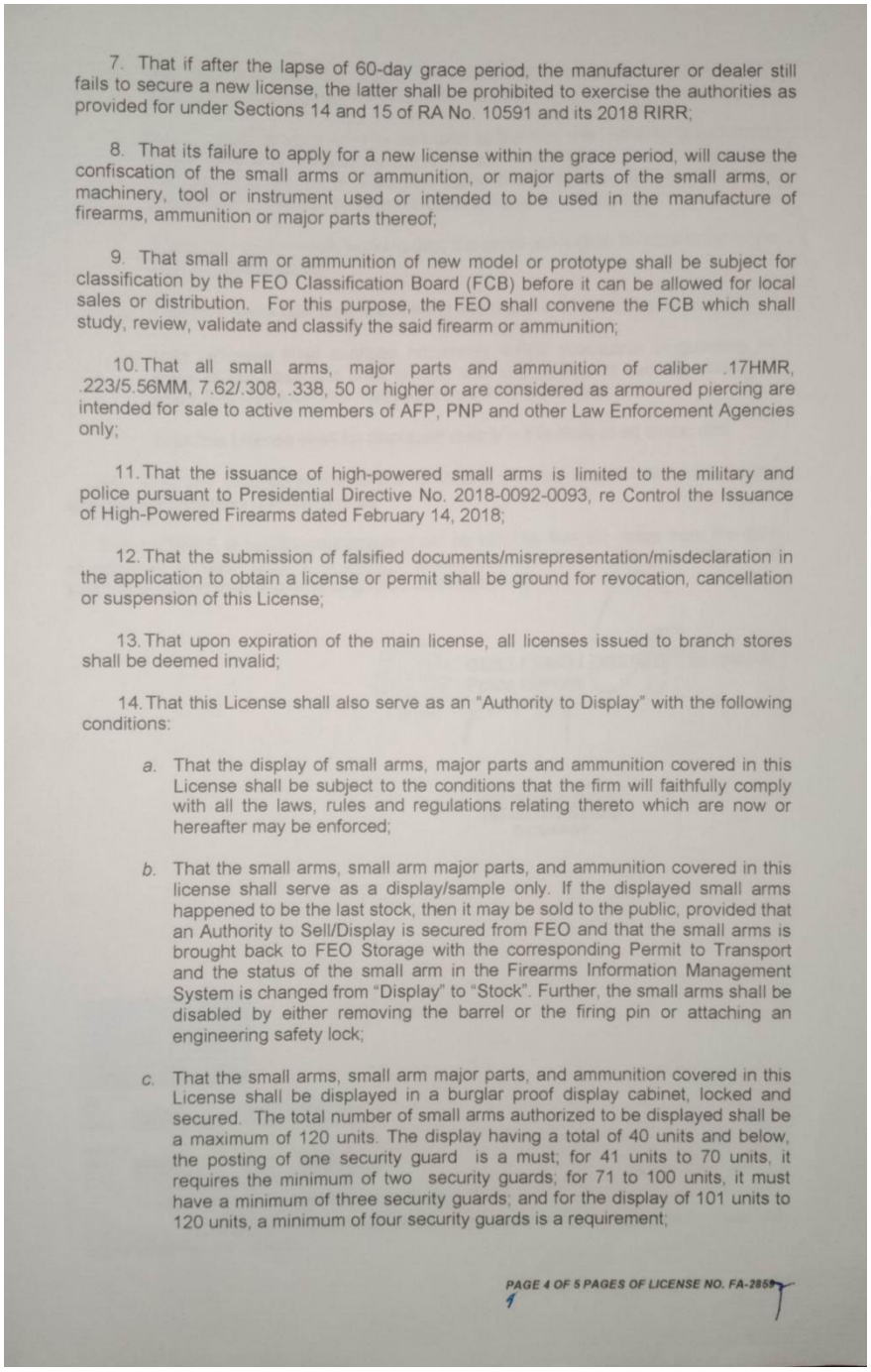
4. That the application for the renewal of this License shall be submitted to the Firearm and Explosives Office (FEO) before the date of expiration. If the application for renewal is filed and officially received at least **90 days** prior to its expiration date, the license shall remain valid until the decision is rendered on the application for renewal. In this instance, the reckoning date of validity of the renewed license shall be on the day after the expiry date of the previous license;

5. That immediately after the expiration of the license, a Cease to Operate Order with Notice of Confiscation shall be issued by the Philippine National Police (PNP) through FEO to the manufacturer or dealer with expired license;

6. That a 60-day grace period is given to re-apply for a new license subject to the imposition of penalties to be determined by the PNP;

PAGE 3 OF 5 PAGES OF LICENSE NO. FA-2859

Figure 7.4 Business Permit



7. That if after the lapse of 60-day grace period, the manufacturer or dealer still fails to secure a new license, the latter shall be prohibited to exercise the authorities as provided for under Sections 14 and 15 of RA No. 10591 and its 2018 RIRR;

8. That its failure to apply for a new license within the grace period, will cause the confiscation of the small arms or ammunition, or major parts of the small arms, or machinery, tool or instrument used or intended to be used in the manufacture of firearms, ammunition or major parts thereof;

9. That small arm or ammunition of new model or prototype shall be subject for classification by the FEO Classification Board (FCB) before it can be allowed for local sales or distribution. For this purpose, the FEO shall convene the FCB which shall study, review, validate and classify the said firearm or ammunition;

10. That all small arms, major parts and ammunition of caliber .17HMR, .223/5.56MM, 7.62/.308, .338, 50 or higher or are considered as armoured piercing are intended for sale to active members of AFP, PNP and other Law Enforcement Agencies only;

11. That the issuance of high-powered small arms is limited to the military and police pursuant to Presidential Directive No. 2018-0092-0093, re Control the Issuance of High-Powered Firearms dated February 14, 2018;

12. That the submission of falsified documents/misrepresentation/misdeclaration in the application to obtain a license or permit shall be ground for revocation, cancellation or suspension of this License;

13. That upon expiration of the main license, all licenses issued to branch stores shall be deemed invalid;

14. That this License shall also serve as an "Authority to Display" with the following conditions:

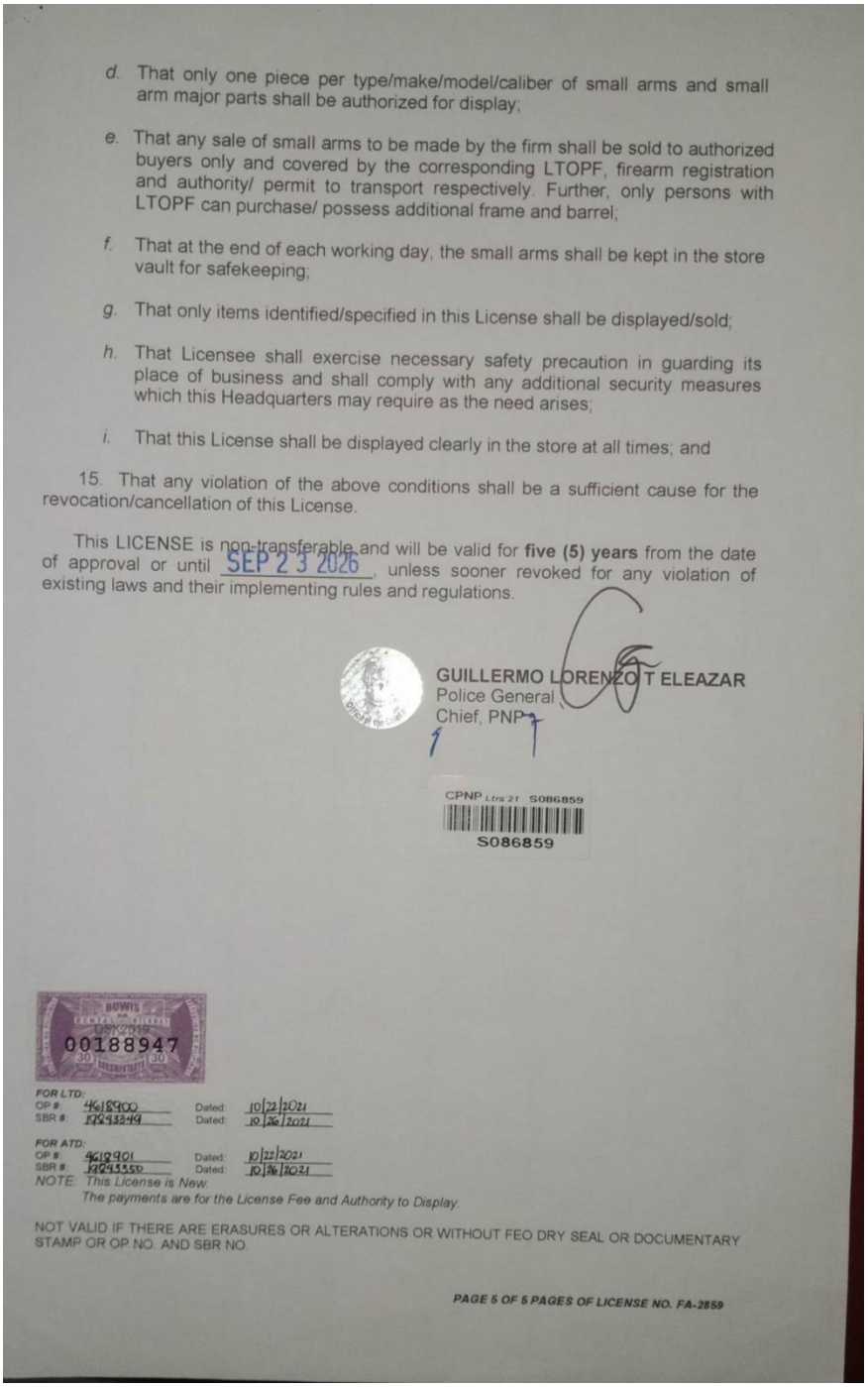
a. That the display of small arms, major parts and ammunition covered in this License shall be subject to the conditions that the firm will faithfully comply with all the laws, rules and regulations relating thereto which are now or hereafter may be enforced;

b. That the small arms, small arm major parts, and ammunition covered in this license shall serve as a display/sample only. If the displayed small arms happened to be the last stock, then it may be sold to the public, provided that an Authority to Sell/Display is secured from FEO and that the small arms is brought back to FEO Storage with the corresponding Permit to Transport and the status of the small arm in the Firearms Information Management System is changed from "Display" to "Stock". Further, the small arms shall be disabled by either removing the barrel or the firing pin or attaching an engineering safety lock;

c. That the small arms, small arm major parts, and ammunition covered in this License shall be displayed in a burglar proof display cabinet, locked and secured. The total number of small arms authorized to be displayed shall be a maximum of 120 units. The display having a total of 40 units and below, the posting of one security guard is a must; for 41 units to 70 units, it requires the minimum of two security guards; for 71 to 100 units, it must have a minimum of three security guards; and for the display of 101 units to 120 units, a minimum of four security guards is a requirement;

PAGE 4 OF 5 PAGES OF LICENSE NO. FA-285

Figure 7.5 Business Permit



d. That only one piece per type/make/model/caliber of small arms and small arm major parts shall be authorized for display;

e. That any sale of small arms to be made by the firm shall be sold to authorized buyers only and covered by the corresponding LTOPF, firearm registration and authority/ permit to transport respectively. Further, only persons with LTOPF can purchase/ possess additional frame and barrel;

f. That at the end of each working day, the small arms shall be kept in the store vault for safekeeping;

g. That only items identified/specified in this License shall be displayed/sold;

h. That Licensee shall exercise necessary safety precaution in guarding its place of business and shall comply with any additional security measures which this Headquarters may require as the need arises;

i. That this License shall be displayed clearly in the store at all times; and

15. That any violation of the above conditions shall be a sufficient cause for the revocation/cancellation of this License.

This LICENSE is non-transferable and will be valid for **five (5) years** from the date of approval or until SEP 23 2026, unless sooner revoked for any violation of existing laws and their implementing rules and regulations.

GUILLERMO LORENZO T ELEAZAR
Police General
Chief, PNP

CPNP Ltrs 21 S086859
S086859

00188947

FOR LTD:
OP #: 46189900 Dated: 10/22/2021
SBR #: 1929433249 Dated: 10/26/2021

FOR ATD:
OP #: 46189901 Dated: 10/22/2021
SBR #: 1929433550 Dated: 10/26/2021
NOTE: This License is New.
The payments are for the License Fee and Authority to Display.

NOT VALID IF THERE ARE ERASURES OR ALTERATIONS OR WITHOUT FEO DRY SEAL OR DOCUMENTARY STAMP OR OP NO. AND SBR NO.

PAGE 5 OF 5 PAGES OF LICENSE NO. FA-2859

Figure 7.6 Business Permit

INDEXED AT:

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